DOCUMENT RESUME

ED 383 956 CG 026 112

AUTHOR Garrity, Carla; And Others
TITLE Bully-Proofing Your School: A Comprehensive Elementary Curriculum.
PUB DATE Oct 94
NOTE 5p.; Paper presented at the "Safe Schools, Safe Students: A Collaborative Approach to Achieving Safe, Disciplined and Drug-Free Schools Conducive to Learning" Conference (Washington, DC, October 28-29, 1994).
PUB TYPE Speeches/Conference Papers (150) -- Reports - Descriptive (141)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Adolescents; *Aggression; Ancillary School Services; Children; *Educational Environment; Elementary Secondary Education; *Intervention; *Peer Influence; *Pupil Personnel Services; School Counseling; Student Subcultures; Violence
IDENTIFIERS *Bullying; Colorado

ABSTRACT

This paper outlines a bully-proofing program that aims to shift power away from the fear of bullies to the "silent majority." The Bully Project is a comprehensive systems approach which changes the attitude and environment of the school. It does this by training the staff to recognize the difference between bully and victim behavior and by using classroom groups and small group interventions with bullies and victims. Parent involvement and support from the Pupil Services Team for classroom teachers completes the comprehensive approach. Implementation for the program involves an 8-week period for training. Schools wishing to implement the program will need trained personnel who are familiar with the materials so that these workers can provide in-service training for the teachers and staff, can work directly with teachers in running classroom groups, and can run small group sessions for bullies and victims. Details are given on the cost of the program and some of its accomplishments. Evaluation data on the program is very limited, mostly anecdotal. (RJM)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 383 956

Bully-Proofing Your School: A Comprehensive Elementary Curriculum

by

Carla Garrity, Ph.D.

Kathryn Jens, Ph.D.

William Porter, Ph.D.

Nancy Sager, M.S.

Cam Short-Camilli, M.S.W.

BEST COPY AVAILABLE

CG026112

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

N. SAGER

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

1. Program Title: The Bully Project

District: Cherry Creek School District, 4700 S. Yosemite, Englewood, CO 80111

Phone: (303) 486-4228 Fax: (303) 773-9370

Authors: Carla Garrity, Ph.D.; Kathryn Jens, Ph.D.; William Porter, Ph.D.;

Nancy Sager, M.S.; and Cam Short-Camilli, M.S.W.

Contact Persons: William Porter, Ph.D., Cherry Creek School District, 4700 S. Yosemite, Englewood, CO 80111, or
Carla Garrity, Bully Project, 5290 E. Yale Circle, #207, Denver, CO 80222

2. The Bully Program is a comprehensive systems approach that changes the attitude and environment of the school through:

a. increasing the knowledge of staff,

b. having the "watchers" or "silent majority" set the positive values of the school, and

c. having specific components to convene directly with victims, bullies, parents, staff and students.

This program has shown great success in changing the balance of power away from the issue of fear to the issue of positive regard and respect for all students and individuals in the school.

3. Purpose: The purpose of the Bully Proofing Program is to change the structure of power away from the fear of bullies to empowering the "silent majority." The "silent majority" constitutes 85% of the kids in school who are not involved in bullying, but see bullying going on and feel helpless to intervene. This project primarily focuses on changing the environment of the school while at the same time intervening with the bullies, strengthening the skills of the silent majority, and working with the victimized children. This is accomplished by training the staff to be able to recognize the difference between bully and victim behavior and by using classroom groups and small group interventions with bullies and victims. Parent involvement and support from the Pupil Services Team for classroom teachers completes the comprehensive approach.

4. Implementation: The implementation period involves an 8-week period of time for training the staff to be able to recognize bully behaviors, developing a group of Pupil Services personnel to work with the bullies as well as the victims and implementing classroom groups.

After this intervention, intermittent follow up maintains the level of positive interaction in which the students engage. This program has been implemented in private schools, low-income schools, and suburban schools. It has not currently been used in high violence, severe urban environments.

6. Target Population: The target population is school aged children bullies, victims and the silent majority, as well as the entire school community.

7. Services Provided: The services provided include direct intervention with bullies and victims, classroom groups with the silent majority and consultation with parents and community members.

8. Type of Staff Available: Trained personnel are needed who are familiar with the materials to be able to:

a. provide inservice training for the teachers and staff,

b. work directly with teachers in running classroom groups, and

c. run small group sessions for bullies and victims.

This requires approximately 5 to 6 hours per week of intervention for an 8-week period of time. The amount of follow-up depends on the needs of the victims and bullies.

9. Cost of Program: The program can be effectively implemented with a trained facilitator and the book, Bully Proofing Your School. Many schools have chosen to have a half day or day long work session to train staff and to practice learning to recognize the difference between bully behavior and aggressive students as well as to get in touch with personal styles of handling conflict. This format helps the development of the team process necessary for the school to be effective.

The cost of the book is $28.00. The cost of a trained facilitator coming to an individual school is approximately $700 per day for one of the Bully Project trainers. Regional day long training workshops are $75.00 per person when arranged by the local community. Support may be available through drug free monies or other violence prevention resources.

10. Problems Encountered and Solutions: Problems stem from denial that bullying activities

are going on and an unwillingness to listen to the children in the community. We have yet to find a school that didn't have a variety of either physical or psychological intimidation, bullying or exclusion practices which were more than a student could handle.

Solution: The solution for bully-proofing evolved from the parent community requesting these implementations in our own home schools.

11. Program Accomplishments/Reported Outcomes: A great number of schools and parents have reported positive effects. Teachers and Pupil Services personnel have reported ease in implementing the program and have commented on how user friendly it is. Currently, the reported outcomes are mostly anecdotal. Statistical information gathered at six suburban schools (three experimental and three control schools) indicated a reported decrease in the number of behavioral incidents at the schools employing the Bully Project. Staff reports that the project has a very positive effect on developing moral judgments in schools. Some schools have used this concept as a vehicle to step off to moral education issues.

12. Evaluation Data: The evaluation data is very limited, mostly anecdotal.

13. Publications Describing/Evaluating Program: Currently there are no professional journal publications. The curriculum manual is published as Bully Proofing Your School through Sopris West. A coordinated curriculum has been developed by the Denver Post and published through their newspaper in the education department.